

# Gap Tuition Assistance Program

Fiscal Year  
**2019**



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OF EDUCATION**



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## About the Report

The Department of Education's Division of Community Colleges and Workforce Preparation has prepared this report per the requirements in Iowa Code section 260I for the statewide Gap Tuition Program. This report was coordinated by the Department with the assistance of Iowa's 15 community colleges.

## Acknowledgments

The staff and administration of the Division of Community Colleges and Workforce Preparation wish to acknowledge and thank the 15 community college presidents and their staff for their timely submission of data for this report. The figures noted in this report were obtained from each of Iowa's 15 community colleges.





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## Introduction

The Gap Tuition Assistance Program was established to provide funding to community colleges for need-based tuition assistance to applicants for the completion of continuing education certificate training programs for in-demand occupations.

One component of eligibility for Gap tuition assistance is based on financial need. Criteria to be assessed in determining financial need shall include, but is not limited to, the applicant's:

- family income for the 12 months prior to the date of application
- family size, and
- county of residence

An applicant must also have a demonstrated capacity to achieve the following outcomes in order to be eligible for Gap tuition assistance:

- complete an eligible certificate program
- enter a postsecondary certificate, diploma, or degree program for credit
- gain full-time employment, and
- maintain full-time employment over time

Only an applicant eligible to work in the United States shall be approved for tuition assistance under this program. A person will not be approved for tuition assistance under this

program for more than one eligible certificate program. Individuals earning incomes at or below 250 percent of the federal poverty level, as defined by the most recently revised poverty income guidelines published by the United States Department of Health and Human Services, shall be eligible to receive assistance under this program. (Note: Poverty level benchmark increased from 200 percent to 250 percent in fiscal year 2014 [FY14]). Applicants for the program can be found eligible for partial or total tuition assistance.

## Eligible Costs

Costs eligible for coverage under the Gap Tuition Assistance Program shall include, but are not limited to:

- tuition
- direct training costs
- required books and equipment
- fees including, but not limited to, industry testing services and background check testing services, and
- program support services

Staffing and support costs are capped at 20 percent of allocated funds for Iowa's two smallest community colleges, 10 percent for the two largest community colleges, and 15 percent for the remaining community colleges in Iowa.

## Eligible Programs

Assistance can be provided to persons in eligible programs that meet the following criteria:

1. The program is not offered for credit, but is aligned with a certificate, diploma, or degree for credit, and does any of the following:
  - offers a state, national, or locally recognized certificate
  - offers preparation for a professional examination or licensure
  - provides endorsement for an existing credential or license.
  - represents recognized skill standards defined by an industrial sector
  - offers a similar credential or training
2. The program offers training or a credential in an in-demand occupation. In-demand occupation includes the following industries:
  - information technology
  - health care
  - advanced manufacturing
  - transportation and logistics
3. The program may offer training in any other industry designated as in-demand by a regional advisory board.

A complete list of approved programs can be found on the Iowa Department of Education website ([www.educateiowa.gov/community-colleges](http://www.educateiowa.gov/community-colleges)).

## Process

An applicant for the Gap Tuition Assistance Program is required to complete an initial assessment, administered by the community college receiving the application, to determine the applicant's readiness to complete an eligible certificate program. As part of this process, all applicants are required to complete a National Career Readiness Certificate (NCRC). An applicant is then required to meet with a member of the college staff to discuss the related industry and any applicable occupational research and training related to the eligible certificate program. The discussion includes an evaluation of the applicant's capabilities, needs, family situation, work history, educational background, attitude and motivation, employment skills, vocational potential, and employment barriers. The discussion also includes potential start dates, support needs, and other requirements for an eligible certificate program.

A participant in an eligible certificate program who receives Gap tuition assistance will be required to do all of the following:

- Maintain regular contact with staff members from the certificate program to document the applicant's progress in the program.
- Sign a release form to provide relevant information to community college faculty or case managers.
- Discuss with staff members from the certificate program any issues that may impact the ability to complete the

certificate program, obtain employment, or maintain employment over time.

- Meet with staff members from the certificate program to develop a job search plan.
- Attend all required courses regularly.

## Analysis

In FY19, the community colleges received a state appropriation of \$2,000,000 to implement the Gap Tuition Assistance Program. Colleges continued to make significant progress in the implementation of their Gap tuition assistance funds.

In addition to the annual appropriation there was \$219,973 of funding carried forward from FY18 into FY19, totaling \$2,219,973. Of the total available funds, colleges spent \$1,980,181 on tuition and books, equipment, fees and testing, and program staff. Colleges will carry forward an estimated total of \$239,972 into FY20. It should be noted that a portion of the funds carried forward may already be apportioned to active students who are currently participating in or waiting to participate in an approved training program (see Table 1 for additional detail).

Breaking down the expenditures from FY 2019, \$1,654,988 was spent on tuition and required books for approved participants; \$36,872 was spent on equipment; and \$87,036 was spent on fees, assessments and testing. In addition, \$201,285 was spent on staff support and services. Table 3a contains expenditure details by college.

An internal and external audit was performed in November 2017 with business offices of each community college to confirm all annual allocations, expenses, and carry forwards. The business offices of each community college continued to verify the quarterly numbers for this reporting year.

There were 2,510 individuals who completed an application to be considered for assistance under the Gap Tuition Assistance Program, up slightly from last year. Of these applicants, 1,179 were approved and accepted into a program. At the time of reporting, 1,001 individuals had completed the training program in which they enrolled. The remaining individuals were either actively participating or waiting to participate in a Gap-approved program (see Tables 1 and 2a for details).

## Reallocation of Funds

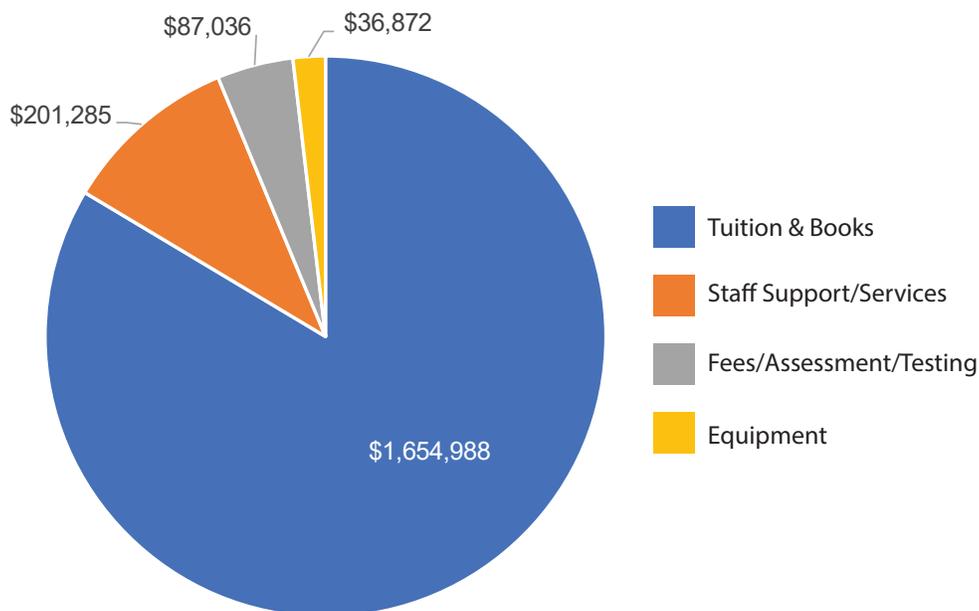
In May of the FY19 reporting year, the decision was made to reallocate a portion of funds from colleges with a surplus to those who indicated the need for additional funding. This reallocation was approved by the Iowa Association of Community College Presidents. Ultimately, North Iowa Area Community College and Southwestern Iowa Community College sent back a total of \$140,000, which was allocated to Iowa Valley Community College District, Hawkeye Community College, Kirkwood Community College, and Des Moines Area Community College, (\$9,032, \$18,065, \$45,161, and \$67,742 respectively). See Table 2c for additional detail.

TABLE 1: GAP PROGRAM SUMMARY FOR ALL COMMUNITY COLLEGES, FY19

Fiscal Year Budget					
Carry Forward from Prior FY		\$219,973			
Current Year Allocation		\$2,000,00			
Total Available for this FY		\$2,219,973			
Line Item	Expenses per Quarter				YTD Expenditures
	Q1	Q2	Q3	Q4	
<i>Direct Costs</i>					
Tuition & Books	\$490,965	\$314,053	\$414,781	\$425,189	\$1,654,988
Equipment	\$6,730	\$5,675	\$4,623	\$19,844	\$36,872
Fees/Assessment/Testing	\$23,575	\$19,502	\$22,237	\$21,721	\$87,036
Subtotal	\$521,271	\$339,230	\$451,640	\$466,755	\$1,778,896
<i>Other Costs</i>					
Staff Support/Services	\$46,952	\$54,567	\$66,855	\$32,911	\$201,285
<b>Total</b>	<b>\$568,223</b>	<b>\$393,796</b>	<b>\$518,496</b>	<b>\$499,666</b>	<b>\$1,980,181</b>
* Adjusted Carry to New FY: \$239,792					

Training Status	Q1	Q2	Q3	Q4	YTD Total
Number of Completed Applications	775	653	413	669	2,510
Number of Approved Participants	391	240	278	270	1,179
<i>Status of Approved Participants</i>					
Participants or Waiting to Participate **	254	176	200	145	775
Number of Third Party Credentials Received	188	135	3	105	521

CHART 1: GAP EXPENDITURES SUMMARY FOR ALL COMMUNITY COLLEGES, FY19



\* Adjusted carry forward discrepancy explained on page 5.

\*\* Not all individuals were approved for participation in the current fiscal year. Individuals who were accepted into or active in the Gap Tuition Assistance Program from the previous fiscal year may be carried forward into the current fiscal year totals.

TABLE 2A: GAP TUITION ASSISTANCE PROGRAM SUMMARY BY COLLEGE, FY19

College	Fiscal Year Allocation	Available Funds	Total Reported Expenditures	Completed Applications	Approved Participants
Northeast Iowa	\$98,673	\$101,385	101,385	58	55
North Iowa Area	\$100,117	\$159,719	\$51,127	27	12
Iowa Lakes	\$92,664	\$92,664	\$92,664	48	42
Northwest Iowa	\$45,582	\$51,683	\$46,870	10	10
Iowa Central	\$113,172	\$124,181	\$100,280	39	41
Iowa Valley	\$88,812	\$89,023	\$85,665	82	54
Hawkeye	\$134,868	\$144,035	\$101,017	129	62
Eastern Iowa	\$170,827	\$172,359	\$155,794	256	78
Kirkwood	\$312,711	\$330,669	\$351,510	171	145
Des Moines Area	\$334,667	\$334,667	\$402,408	1,203	448
Western Iowa Tech	\$110,934	\$152,741	\$118,028	51	41
Iowa Western	\$120,420	\$127,311	\$98,885	66	66
Southwestern	\$46,464	\$82,015	\$43,752	97	28
Indian Hills	\$145,802	\$145,802	\$143,646	213	61
Southeastern	\$84,287	\$111,717	\$87,150	60	36
<b>TOTAL</b>	<b>\$2,000,000</b>	<b>\$2,219,973</b>	<b>\$1,980,181</b>	<b>2,510</b>	<b>1,179</b>

TABLE 2B: GAP TUITION ASSISTANCE PROGRAM SUMMARY, FY13 - FY19

Fiscal Year	Fiscal Year Allocation	Available Funds	Total Expenditures	Completed Applications	Approved Participants
FY 2013	\$2,000,000	\$2,000,000	\$979,197	--	898
FY 2014	\$2,000,000	\$3,020,803	\$2,172,375	3,279	1,631
FY 2015	\$2,000,000	\$2,848,429	\$2,424,061	3,272	1,348
FY 2016	\$2,000,000	\$2,424,368	\$2,066,698	2,792	1,097
FY 2017	\$2,000,000	\$2,357,670	\$1,924,285	2,331	965
FY 2018	\$2,000,000	\$2,219,973	\$2,213,412	2,407	1,077
FY2019	\$2,000,000	\$2,239,792	\$1,980,181	2,510	1,179

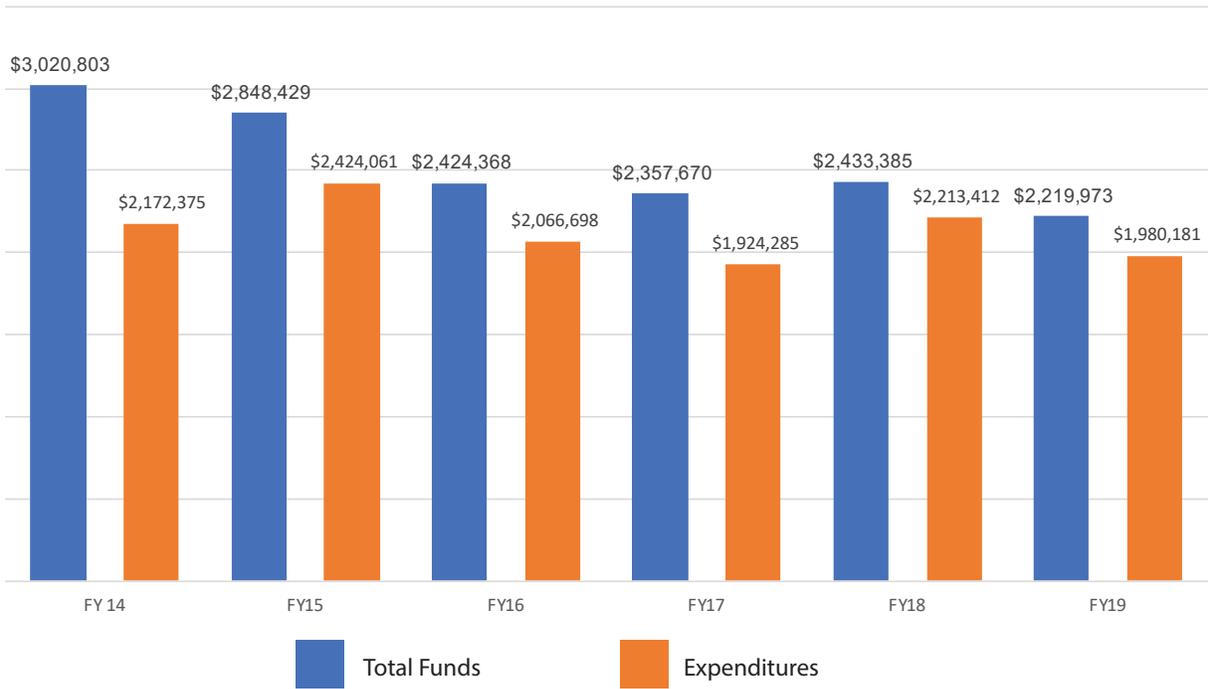
TABLE 2C: REALLOCATION OF GAP FUNDS, FY19

College	FY19 Allocation	FY19 Available Funds	Amount Sent Back	Amount Received	Revised Available Funds
North Iowa Area	\$100,117	\$159,719	\$90,000	--	\$69,719
Iowa Central	\$113,172	\$124,181	\$20,000	--	\$104,181
Iowa Valley	\$88,812	\$89,023	--	\$9,032	\$98,055
Hawkeye	\$134,868	\$144,035	--	\$18,065	\$162,100
Kirkwood	\$312,711	\$330,669	--	\$45,161	\$375,830
Des Moines Area	\$334,667	\$334,667	--	\$67,742	\$402,409
Southwestern	\$46,464	\$82,015	\$30,000	--	\$52,015
<b>Total</b>	--	--	\$140,000	\$140,000	--

TABLE 3A: GAP TUITION ASSISTANCE PROGRAM EXPENDITURES BY COLLEGE, FY19

College	Tuition & Books	Equipment	Fees, Assessment, & Testing	Staff Support/ Services	Total Expenditures
Northeast Iowa	\$100,881	--	\$504	--	\$101,385
North Iowa Area	\$34,825	--	\$2,053	\$14,249	\$51,127
Iowa Lakes	\$83,182	--	--	\$9,482	\$92,664
Northwest Iowa	\$28,980	\$8,250	\$860	\$8,781	\$46,870
Iowa Central	\$65,225	\$37	\$18,043	\$16,976	\$100,280
Iowa Valley	\$60,024	\$8,208	\$4,014	\$13,419	\$85,665
Hawkeye	\$75,808	\$1,683	\$3,296	\$20,230	\$101,017
Eastern Iowa	\$141,865	--	--	\$13,929	\$155,794
Kirkwood	\$297,839	\$6,833	\$15,967	\$30,872	\$351,510
Des Moines Area	\$393,366	\$1,872	\$7,169	--	\$402,408
Western Iowa Tech	\$104,882	\$80	\$578	\$12,488	\$118,028
Iowa Western	\$71,027	\$5,153	\$4,818	\$18,063	\$98,885
Southwestern	\$28,930	\$158	\$3,155	\$11,509	\$43,752
Indian Hills	\$93,891	\$4,775	\$26,244	\$18,736	\$143,646
Southeastern	\$74,263	--	\$335	\$12,552	\$87,150
<b>TOTAL</b>	<b>\$1,654,988</b>	<b>\$36,872</b>	<b>\$87,036</b>	<b>\$201,285</b>	<b>\$1,980,181</b>

CHART 2: TOTAL GAP TUITION ASSISTANCE PROGRAM FUNDS AND EXPENDITURES, FY14 - FY19



## Approved Enrollment Programs

There are currently 444 approved noncredit programs in which participants of the Gap Tuition Assistance Program may enroll. The programs with the highest enrollment include certified nursing assistant (CNA) with 693 participants, and truck and bus driver/commercial vehicle operator and instructor with 530 participants; making up 52.8 percent of the total overall enrollment. Additionally, there were 252 students enrolled in family and consumer sciences.

TABLE 4: TOP 25 GAP TUITION ASSISTANCE PROGRAM ENROLLMENT, FY19

CIP Code	CIP Title	Number Enrolled
51.3902	Nursing Assistant/Aide and Patient Care Assistant/Aide	693
49.0205	Truck and Bus Driver/Commercial Vehicle Operator and Instructor	530
19.0101	Family and Consumer Sciences/Human Sciences, General	252
48.0508	Welding Technology/Welder	152
51.0714	Medical Insurance Specialist/Medical Biller	83
52.0407	Business/Office Automation/Technology/Data Entry	79
47.0103	Communications Systems Installation and Repair Technology	76
47.0303	Industrial Mechanics and Maintenance Technology	48
51.1009	Phlebotomy Technician/Phlebotomist	46
49.9999	Transportation and Materials Moving, Other	43
52.0401	Administrative Assistant and Secretarial Science, General	36
51.1009	Sterile Processing Technology/Technician	33
15.0612	Industrial Technology/Technician	31
51.0904	Emergency Medical Technology/Technician (EMT Paramedic)	27
10.0303	Prepress/Desktop Publishing and Digital Imaging Design	27
51.0899	Allied Health and Medical Assisting Services, Other	25
47.0201	Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/Technician	24
19.0505	Food Service Systems Administration/Management	23
52.0201	Business Administration and Management, General	21
52.0301	Accounting	20
51.0999	Allied Health Diagnostic, Intervention, and Treatment Professions, Other	20
51.0805	Pharmacy Technician/Assistant	19
53.0302	Accounting Technology/Technician and Bookkeeping	15
51.0712	Medical Reception/Receptionist	15
15.0701	Occupational Safety and Health Technology/Technician	15

Enrollment numbers can include duplicates depending upon program requirements for course work

CIP - Classification Instructional Program

## Gap Program Completers

There were 816 Gap program completers reported in FY 2019. Table 5 shows the top 25 Gap program completions. Certified nursing assistant (CNA) had the highest number of completers with 264, followed by commercial driver's license (CDL)/Transportation programs with 240 completers, and welding technology had the third highest number of completers with 62 participants.

TABLE 5: TOP 25 GAP PROGRAM COMPLETERS FY 19

CIP Code	CIP Title	Number Enrolled
51.3902	Nursing Assistant/Aide and Patient Care Assistant/Aide	264
49.0205	Truck and Bus Driver/Commercial Vehicle Operator and Instructor	240
48.0508	Welding Technology/Welder	62
51.1009	Phlebotomy Technician/Phlebotomist	35
51.0714	Medical Insurance Specialist/Medical Biller	30
52.0401	Administrative Assistant and Secretarial Science, General	18
47.0103	Communications Systems Installation and Repair Technology	18
47.0303	Industrial Mechanics and Maintenance Technology	15
51.0712	Medical Reception/Receptionist	15
51.1009	Sterile Processing Technology/Technician	15
51.0999	Allied Health Diagnostic, Intervention, and Treatment Professions, Other	12
51.0805	Pharmacy Technician/Assistant	11
51.0904	Emergency Medical Technology/Technician (EMT Paramedic)	10
12.0500	Cooking and Related Culinary Arts, General	8
15.0612	Industrial Technology/Technician	6
15.0506	Water Quality and Wastewater Treatment Management and Recycling Technology/Technician	6
15.0701	Occupational Safety and Health Technology/Technician	5
53.0302	Accounting Technology/Technician and Bookkeeping	4
11.0103	Information Technology	4
49.0206	Mobil Crane Operation/Operator	4
51.0909	Surgical Technology/Technologist	4
52.0301	Accounting	3
52.0407	Business/Office Automation/Technology/Data Entry	3
13.0101	Education, General	3
51.2603	Medication Aide	3

The remaining completers were under three people in each program

## Approved Programs

The Gap Tuition Assistance Program is used to help students afford training toward a high demand, noncredit program that will lead to a job that employers in a region need to fill. Additionally, many of Iowa’s regional employers desire industry certifications to assess whether individuals possesses the skills and knowledge required for successful performance in particular job roles. Employers want to hire the best qualified individual who will make a positive contribution to their company. Gap-approved programs assist by providing specific certifications in various fields of expertise, which demonstrates that the candidates:

- have met standards that have been established and verified by a third-party organization, and
- are dedicated to maintaining quality and competency in their work on a regular basis

Certification demonstrates to the employer and to the public that there is a commitment to the profession and fosters a collaborative environment between employer and employee.

Table 6 below shows the number of students who completed training and third-party credentials during a fiscal year. Consider that not all programs begin and end in the same year, so some students will complete the year following enrollment while others will complete in the same fiscal year.

TABLE 6: GAP PROGRAM COMPLETION AND THIRD PARTY CREDENTIAL SUMMARY, FY13 - FY19

Fiscal Year	Completed Training	Did Not Complete	Third Party Credentials
FY 2013	411	76	--
FY 2014	998	167	500
FY 2015	715	183	329
FY 2016	1050	180	658
FY 2017	694	185	516
FY 2018	880	363	613
FY 2019	816	363	521

Third party credentialing is endorsed by a third party or a state or federal regulatory agency leading to employment. (Examples include, but are not limited to: AWS, DOT, DIA, NIMS, and Microsoft). These are for initial certification only, not classes for recertification or re-licensure. Third party credentials would not include any locally awarded credential, as this is already being counted as a Gap completion of an approved Gap noncredit training program. Third party credentialing is for established industry standards. The NCRC credential should not be included in this count.

## Employment Outcomes

Community colleges are no longer required to collect basic employment statistics on program completers because data are now matched to the Unemployment Insurance (UI) wage record database following completion, and reported annually. This data, though for the previous year, are reliable and can be longitudinally analyzed for employment outcomes. Student records are matched to employer wage records and enrollment records for the year following completion (on a quarterly basis) to identify if they became newly employed, retained employment, or continued their education in a credit-bearing program. Table 7 illustrates what direction students took after completion of their Gap approved program.

By matching student records to the UI wage records, the industry a student worked in prior to and following their training can be identified by a North American Industry Classification System (NAICS) code. Occupational data is not included in the UI wage records, so there is no way to determine if the student actually acquired or transferred to a job which matched



their training. Assumptions can be made, however, by industry staffing patterns and wages contained in the annual Gap Tuition Assistance Program Outcomes Report, which is underway and will be completed and available in the spring of 2020.

Of the 934 participants who completed a Gap-approved program for the academic year 2017-2018 (AY18), 658 participants were employed both before and following their training and an additional 181, who were previously unemployed, became newly employed following completion of their training. There were also 223 participants who continued their education into a credit program and 174 of those participants continue to work while attending.



TABLE 7: GAP PARTICIPANT EMPLOYMENT STATUS SUMMARY BY COLLEGE, AY 2018 COHORT

	Retained Employment	New Employment (Previously Unemployed)	Unemployed Following Training	Total All	New Employment Percentage	Continued Education	Working and Attending College
Northeast	34	14	4	52	26.9%	9	9
North Iowa Area	5	4	1	10	40.0%	--	--
Iowa Lakes	18	2	2	22	9.1%	13	10
Northwest	4	--	--	4	--	3	3
Iowa Central	11	6	3	20	30.0%	2	2
Iowa Valley	50	8	4	62	12.9%	19	16
Hawkeye	44	24	8	76	31.6%	10	8
Eastern Iowa	33	13	11	57	22.8%	12	6
Kirkwood	122	30	13	165	18.2%	44	33
Des Moines Area	166	34	18	218	15.6%	48	37
Western Iowa Tech	23	7	6	36	19.4%	6	3
Iowa Western	38	10	8	56	17.9%	18	15
Southwestern	20	3	2	25	12.0%	3	3
Indian Hills	73	21	10	104	20.2%	31	26
Southeastern	17	5	5	27	18.5%	5	3
<b>Total</b>	<b>658</b>	<b>181</b>	<b>95</b>	<b>934</b>		<b>223</b>	<b>174</b>

\* The overall employment rate based on the calculation below is 94.2% and new employment rate is 65.6% for Gap program participants.

$$\text{Overall Employment Rate} = \frac{\text{New Employment} + \text{Retained Employment}}{\text{Total Employment} - \text{Continued Education}}$$

$$\text{New Employment Rate} = \frac{\text{New Employment}}{\text{Total Employment} + \text{Unemployed}}$$

In addition to the industry data, wages are also available. Table 8 illustrates the quarterly average wages for students by industry in the quarter before they entered the training program and the quarter immediately following completion. Some students were working in the same industry and others became employed in a different industry which will be analyzed in more detail in the The Gap Tuition Assistance Outcomes Report which will be released in the spring of 2020. For this preview, wages were analyzed in aggregate and organized only by the industry after completion of training.

The industry with the most significant wage increase, in which Gap students were employed following completion of their program, was transportation and warehousing. In aggregate, those employed in this industry had a 71.5 percent increase (\$3,257.36 per quarter) in wages when compared to the quarter prior to



enrollment. Though the records do not indicate the exact date students became employed, this wage at minimum equates to more than a \$31,000 annual salary. All of the industries, with the exception of two with sufficient data to report, confirm wage increases the quarter following the student's training.



TABLE 8: GAP TUITION ASSISTANCE PROGRAM INDUSTRY AND WAGE SUMMARY BY COLLEGE, AY 2018 COHORT

Industry of Employment Following Training (Code)	Average Quarterly Wage (1st Prior)	Average Quarterly Wage (1st Post)	Difference	Percentage Increase/Decrease
Transportation & Warehousing (48-49)	\$4,556.59	\$7,813.95	\$3,257.36	71.5%
Administrative Support & Waste Management/ Remediation Services (56)	\$3,313.47	\$5,680.60	\$2,367.13	71.4%
Other Services (except Public Administration) (81)	\$3,465.72	\$5,212.78	\$1,747.06	50.4%
Construction (23)	\$5,068.50	\$7,175.03	\$2,106.53	41.6%
Public Administration (92)	\$6,345.69	\$8,825.17	\$2,479.48	39.1%
Retail Trade (44-45)	\$3,676.23	\$5,081.96	\$1,405.73	38.2%
Accommodation & Food Services (72)	\$3,171.35	\$4,268.75	\$1,097.40	34.6%
Professional, Scientific, & Technical Services (54)	\$4,400.60	\$5,734.86	\$1,334.26	30.3%
Information (51)	\$3,536.29	\$4,355.18	\$818.89	23.2%
Wholesale Trade (42)	\$6,768.72	\$8,145.15	\$1,376.43	20.3%
Finance & Insurance (52)	\$5,577.31	\$6,550.05	\$972.74	17.4%
Health Care & Social Assistance (62)	\$5,304.76	\$6,096.00	\$791.24	14.9%
Manufacturing (33)	\$7,139.52	\$7,986.75	\$847.23	11.9%
Real Estate & Rental/Leasing (53)	\$5,147.42	\$4,994.99	-\$152.43	-3.0%
Educational Services (61)	\$5,010.87	\$4,837.12	-\$173.75	-3.5%
Agriculture, Forestry, Fishing, & Hunting (11)	*	*	*	*
Mining, Quarrying, & Oil/Gas Extraction (21)	*	*	*	*
Utilities (22)	*	*	*	*
Management of Companies & Enterprises (55)	*	*	*	*
Arts, Entertainment, & Recreation (71)	*	*	*	*
<b>Overall Average</b>	<b>\$4,488.85</b>	<b>\$5,588.82</b>	<b>\$1,099.97</b>	<b>24.5%</b>

\* Insufficient data to report

Note: Average Quarterly Wage - 1st Quarter Prior are based on the student prior to training, not the industry. Some may have worked in a different industry before training.



## **COMMUNITY COLLEGES & WORKFORCE PREPARATION**

*PROSPERITY THROUGH EDUCATION*

The Division of Community Colleges and Workforce Preparation within the Iowa Department of Education administers a variety of diverse programs that enhance Iowa's educational system and help to prepare a skilled and knowledgeable workforce. Divided between two bureaus — the Bureau of Community Colleges and the Bureau of Career and Technical Education — the division is committed to providing and supporting opportunities for lifelong learning. In addition to working with Iowa's 15 public community colleges on state accreditation, program approval, equity review, and data reporting, guidance is also provided in the areas of career and technical education, workforce training and economic development, adult education and literacy, military education, the state mandated OWI education program, the GAP Tuition and PACE programs, Senior Year Plus, the National Crosswalk Service Center, and the Statewide Intermediary Network program.